



# FIRE CHIEF

LAS VEGAS FIRE & RESCUE

*"Striving for a safer community"*



## UNIQUE OPPORTUNITY

The City of Las Vegas seeks a progressive fire professional who possesses transformative leadership skills in order to effect positive change to the way Las Vegas Fire and Rescue does business. If you are a forward-thinking, performance-driven fire services professional, you should give serious consideration to this outstanding career opportunity.

## THE COMMUNITY

Las Vegas, meaning “the meadows,” is surrounded by mountains and desert providing spectacular scenery and a warm climate. Las Vegas residents enjoy more than 300 days of sunshine a year, with an average high temperature of 80 degrees, and an average low temperature of 56 degrees. Tree-lined streets, creative parks and abundant pedestrian/bicycle trails make residential living comfortable and pleasant in a variety of neighborhoods that are very affordably priced.

*A Harris poll conducted in 2010 ranked Las Vegas as the third most popular U.S. city in which people would like to live in or near.*

Las Vegas residents take advantage of numerous nearby recreational offerings, from water sports at Lake Mead, Hoover Dam and the Colorado River to skiing, hiking and camping at Mt. Charleston, Red Rock Canyon and Valley of Fire. California beaches, coastal communities, popular theme parks, significant landmarks, such as the Grand Canyon, and international borders are a short four-hour drive from Las Vegas. Locally, residents enjoy extensive golfing facilities and competitive sports. For those preferring the arts and cultural activities, the

community offers concerts, theatre and related events sponsored by the University of Nevada-Las Vegas Performing Arts Center and the Nevada Symphony and is home to internationally renowned restaurants, shopping and headline entertainment.

Las Vegas is one of the few municipalities in the nation building a “city within a city.” Called Symphony Park, this 61-acre city neighborhood sits in the heart of downtown Las Vegas. The Cleveland Clinic Lou Ruvo Center for Brain Health opened in

Symphony Park in the summer of 2009. The Smith Center for the Performing Arts recently opened and is receiving rave reviews. Office, medical, retail and other complexes also will fill this downtown development. Symphony Park will be the largest “green” urban development in the United States.

With a population of nearly 610,000 residents, Las Vegas has been one of the fastest-growing cities in the United States. The overall metro area has a population of approximately two million. The City embraces this growth responsibly and strives to provide open, accessible government and high-quality services to its residents. As a result of this expansion, Las Vegas has become a diverse community, both culturally and ethnically. The Clark County School District reports an enrollment of more than 309,000 students. Institutions of higher learning include the University of Nevada-Las Vegas, the College of Southern Nevada, the Desert Research Institute, the Nevada State College and the University of Nevada Medical School.

Entertainment and gaming are a large part of the history and economy of the Las Vegas area, largely in the unincorporated area. Following World War II, lavishly decorated resort hotels and gambling casinos offering top-name entertainment came into existence. Entertainment and gaming soon eclipsed defense and construction as the



largest employers in the area. Although still preeminent today, the entertainment and gaming industries and destination resorts share the stage with cultural, social, economic, educational and community amenities of a very typical modern American city. Las Vegas has much to offer, and the emphasis on quality of life, citizen services and future growth all point to unique living and working environments.

## CITY GOVERNMENT

The City of Las Vegas was founded in 1905 and incorporated in March 1911. The City is governed under the council-manager form of government. The mayor is elected at large and six council members are elected from wards for overlapping four-year terms. The City has inter-local agreements with Clark County and the cities of Henderson, North Las Vegas and Boulder City for joint water, transportation, library and solid waste services. Police services are provided by the Las Vegas Metropolitan Police Department, a jointly supported venture of the City of Las Vegas and Clark County, led by an elected sheriff.

The City’s vision statement is: “A world-class, vibrant, affordable, economically and ethnically diverse, progressive city where citizens feel safe, enjoy their neighborhoods and access their city government.” Las Vegas employs about 2,368 personnel and operates with a FY 2013 general fund budget of approximately \$468 million.

### Mission Statement

*To provide residents, visitors and the business community with the highest-quality municipal services in an efficient, courteous manner and to enhance the quality of life through planning and visionary leadership.*

City website: [www.lasvegasnevada.gov](http://www.lasvegasnevada.gov).

## LAS VEGAS FIRE & RESCUE

Las Vegas Fire & Rescue traces its roots to the Las Vegas Volunteer Fire Department established by city ordinance in 1907. On August 1, 1942, the department hired its first full-time members, and in 1999, city ordinance changed the name of the department from Las Vegas Fire Department to Las Vegas Fire & Rescue (LVFR).



Today, Las Vegas Fire & Rescue protects a city that covers 133.25 square miles, nearly 610,000 residents and several million visitors each year. LVFR is an Insurance Services Office (ISO) Class One department and is an Internationally Accredited Agency by the Commission on Fire Accreditation International. The mission of Las Vegas Fire & Rescue is to provide fire, medical, and other emergency response and prevention services to residents, businesses, and visitors so they can benefit from a safer community.

Las Vegas Fire & Rescue resources include 19 fire stations (one planned for construction in 2014), two support stations, 664 authorized positions, and a FY2013 operating budget of \$111.1 million. Las Vegas Fire & Rescue provides the following services to the community: Fire Suppression, ALS Emergency Medical Services, Fire Prevention, HAZMAT, CBRNE, Technical Rescue, Arson Investigations, Bomb Squad, and public education. The current command structure of LVFR includes the Fire Chief, four Deputy Fire Chiefs (Business and Planning, Emergency Service Operations, Prevention and Enforcement, and Medical Services), and an Assistant Fire Chief. The Fire Chief reports to the City Manager through the City's Chief Officer of Public Safety.

In 2012, Las Vegas Fire & Rescue responded to 97,202 incidents, including 1,928 structure fire calls, 89,560 emergency medical calls, and 5,714 other calls.

### *LVFR Core Values*

- **Honor** – *It is our privilege to serve our community; we take pride in our profession and in our appearance.*
- **Duty** – *We are committed to our mission; putting others before self.*
- **Trust** – *We are honest and reliable.*
- **Integrity** – *We do the right thing even when no one is watching; we take responsibility for our actions.*
- **Respect** – *We treat others as we want to be treated; we comply with our policies and procedures; we are understanding.*
- **Unity** – *Working as one in support of our mission.*



As part of Las Vegas Fire & Rescue's Strategic Business Plan for FY 2013, the Department identified the following strategic goals:

- 90% of high-risk structure fire responses within the City for which the first unit arrived on scene within 5:12 after going en route.
- 80% of confirmed structure fires within the City confined to the room of origin.
- 30% of cardiac arrest patients survive to hospital discharge.

## **PRIORITIES & OPPORTUNITIES**

In addition to overseeing the day-to-day operations of the Department, the new Fire Chief will be expected to invest energy in additional strategic priorities. The following issues represent a partial list of items that will warrant the Chief's attention:

**Organizational Development** – Las Vegas Fire and Rescue has been a traditional, high-performing Fire Department. The City desires a new Chief who will take the Department to the "next level" by developing a more sustainable deployment model instituting best practices and adapting to the changes in fire service and the evolving service demands.

**ICMA Study** – The ICMA (International City/County Management Association) Center for Public Safety Management conducted an assessment of LVFR in late 2012. The ensuing report identified 23 areas where LVFR could improve both operationally and financially. The new Chief will take the lead in

designing a plan to implement the Study's recommendations. A copy of the full ICMA Study can be found at: <http://www.lasvegasnevada.gov/Find/27730.htm>

**Building Relationships** – LVFR's Fire Chief will be a relationship-builder who can develop positive ties within the organization and with the community. This includes cultivating a rapport with representatives of the Department's labor groups based on mutual respect.

**Succession Planning** – The new Fire Chief will be tasked with building a diverse organization and a pool of talent capable of making progressive steps up the organization through strong mentorship and training.

**Fiscal Responsibility** – Given the state of the current economic environment, the Fire Chief will be expected to manage the Department's budget in a responsible and efficient manner.

The incoming Chief will have the opportunity to assess the status of LVFR and determine other strategic priorities based on his/her evaluation. With an admirable commitment to public safety, the candidate selected will experience strong support from the City's leadership to make needed changes consistent with their desire for superior services.

## **IDEAL CANDIDATE**

The ideal Las Vegas Fire Chief candidate will be a proven public safety leader with management experience in large, diverse urban environments having a well-rounded background to include strong EMS skills and knowledge, fire service and/or emergency management. Competitive individuals will bring innovative, contemporary and fresh ideas to the Department and the community. Strong candidates will possess a strategic orientation and the ability to develop a business plan instituting technology and performance metrics to elevate Las Vegas Fire & Rescue to the highest level of fire



and emergency services. Model candidates will have the demonstrated ability to effect change to an organization through strong leadership and management skills while also rolling up his/her sleeves to accomplish the desired outcomes. LVFR's future Chief will have managed in a highly resourceful manner during challenging fiscal times and be known for his/her attentiveness to efficiency and effectiveness. Experience with, or exposure to, effective labor relations will be viewed favorably. Ideal candidates will be well-versed in risk management, OSHA and other incident management type regulations and compliance.

Impressive candidates will also exhibit the following competencies and characteristics:

- Forward thinking and visionary
- Optimistic with a "can do" attitude
- Accessible and open to new ideas
- Confident and talented problem solver
- Progressive, proactive and courageous
- Outstanding communicator with exceptional interpersonal skills
- Effective mentor and coach
- Ability to create a culture of mutual respect
- Exhibits a high level of professionalism and flawless integrity
- Politically astute yet apolitical
- Willing to make a long-term commitment

#### Education and Experience

It is expected the new Fire Chief will have a Bachelor's degree with major coursework in EMS management, fire science, public administration, business administration, emergency management or a closely related field and ten years in any combination of professional firefighting, fire prevention, or emergency management including five years at a full-time manager and administrative level. A Master's degree in business management, public administration,



emergency management, emergency medical services or a closely related public safety field is preferred. Other preferred qualifications include: graduation from the National Fire Academy's Executive Fire Officer Program; successful completion of a nationally recognized Chief Fire Officer program; completion of equivalent advanced management program(s); or professional management credential from a nationally recognized organization.

## COMPENSATION AND BENEFITS

The salary range for this position is **\$115,270 to \$164,261**. Actual salary will be dependent on the qualifications and experience of the successful candidate. The City offers an excellent supplemental benefit plan that includes:

- **Tax Structure** – Employees benefit from Nevada's very favorable tax structure — no state or local income tax, no inheritance tax, and no sales tax on food or drugs. Furthermore, the property tax rate is among the lowest in the country.
- **Retirement (Nevada P.E.R.S.)** – No Social Security deductions, except for small, mandated medicare portion (1.45%).
- **Medical, Dental, Vision Insurance Program** – Employee only coverage fully-paid by City for Medical, Basic Dental and Basic Vision; dependent coverage paid partially by City.
- **Leave** – Generous vacation, sick leave, paid holidays.
- **Deferred Compensation** – Optional IRS457 Plan; City match up to \$4,000 annually.
- **Life Insurance** – \$50,000 City-paid policy.
- **Long-term / Short-term Disability Insurance** – fully paid by City.
- **4-10's work week**
- **\$500 monthly Auto Allowance or use of City vehicle**
- **\$300 monthly Executive Benefit Allowance**



## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

**The final filing date is Friday, April 5, 2013.**

To be considered, please submit a detailed resume, cover letter, four work-related references and an indication of your current salary. Your resume should indicate the size of staff and budget you manage and also reflect both months **and** years with regard to the employment dates for current and prior positions held. Forward your submittals to Stuart Satow at:

**CPS HR CONSULTING**

CPS HR Consulting  
241 Lathrop Way

Sacramento, CA 95815

Tel: 916 263-1401 • Fax: 916 561-7205

Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)

CPS Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

#### Selection Process

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be invited to participate in an interview with the consultant in mid-April. Subsequently, the most qualified candidates will be invited to participate in a selection process that will occur in Las Vegas in mid-May. An appointment is tentatively expected by late May, following the completion of in-depth reference and background checks to be coordinated with the successful candidate.

*The City of Las Vegas is an equal opportunity employer and values diversity at all levels of its workforce.*